



Work Preferences Profiler

Assessment Report

Brendan Sample

11 June 2020



Work Preferences Profiler

Introduction to the Report

WPP is a self-report questionnaire designed to measure fundamental characteristics that are important in service occupations including leisure, catering and retail roles.

The characteristics that have been found to be important are:

- Sociable – outgoing, enjoys being with others
- Team focused – co-operative, puts team before self
- Systematic – prioritises, organises, orderly
- Reliable – conscientious, perseveres
- Detailed – spots errors, checks work
- Resilient – calm, deals with pressure
- Energetic - active, keeps going

This report is based solely on the respondent's answers to the WPP questions. The statements in this report are included on the basis that they are generally true for someone who has given similar answers to this respondent but **CANNOT** be guaranteed to be accurate in every detail. No questionnaire is infallible. Although the results are generally very reliable, either the respondent or the assessor may disagree with some of the following descriptions.

When using this report you should also remember that the questionnaire is a self-report instrument and therefore provides an indication of how the respondent perceives their own personality and values. The questionnaire has been developed to highlight typical behaviours and preferences but does not provide measures of ability. Furthermore, there are no rights or wrongs in personality. Different profiles can be linked with success and job satisfaction in particular occupational roles, but there is no such thing as a profile that is generally good or generally bad.

The scores which are indicated graphically in this report, and the statements derived from these scores, are based on comparisons of results with a very large sample of bar, catering and events staff (NOT the general population).

The report contains:

Section One – Typical Behaviours

- Narrative describing core interpersonal, emotional and task related personality traits

Section Two – Interview Questions

- Potential Strengths
- Potential Limitations



Work Preferences Profiler

Typical Behaviours

Interpersonal Style

Brendan is likely to be less concerned with team goals and activities and than he is with his own work. Although he is not averse to doing work that brings him into contact with other people, he is unlikely to be at the forefront of team activities, for he will probably be a little more competitive and self-interested than a particularly strong facilitator of the group. In common with most people, he probably obtains some enjoyment from things that he can do on his own, whilst still liking to have some opportunity to interact with others. This interaction probably stems from a desire for some contact with others rather than out of commitment to the team per se.

Structure

Brendan is extremely systematic and orderly in his management of tasks. He will always want to spend some time prioritising and planning before throwing himself into a piece of work. He has a strong preference for tidiness, foresight and punctuality rather than crisis management, and has a conscientious attitude to task completion. Brendan will be quite disciplined in seeing tasks through to their conclusion. He will generally avoid distractions and persevere, even with tedious work, until final objectives are met. He will be organised, methodical and structured in his work style, and is likely to be a reliable implementer, drawing on his tenacity, concentration and determination to get jobs properly finished off.



Work Preferences Profiler

Typical Behaviours

Attention to Detail

Brendan is extremely concerned to ensure that he gets the details right. He probably puts a great deal of effort in checking things that he has done, liking to spot and put right any mistakes that have occurred. Brendan is likely to be very comfortable in a role where tidiness and accuracy are of great importance.

Response to Stress

Brendan is quite a tough minded person who is unlikely to be especially emotionally volatile or someone who is constantly worrying. He may very occasionally feel less calm or emotionally settled, but this is unlikely to be a frequent occurrence for generally he will probably be difficult to provoke or otherwise upset.

Energy

He appears to be someone who is fairly active and energetic, and who doesn't often complain of exhaustion or a feeling of lethargy. Brendan probably likes to keep on the go to a large extent, and may prefer a role that is fast moving and requires some reserves of energy.



Work Preferences Profiler

Interview Questions



Work Preferences Profiler

Interview Evidence

Interview evidence - Strengths



Work Preferences Profiler

Interview Evidence

Interview evidence - Limitations